



Public Safety Sworn & 911 Division

Pay Plan & Job Classification

Pay Grade Order

SharePoint: [Alpharetta.sharepoint.com/sites/HRInfo](https://alpharetta.sharepoint.com/sites/HRInfo)

Effective: July 01, 2023

POLICE								
JOB CODE	TITLE	FLSA	GRADE	Minimum	Minimum Associates	Minimum Bachelors	Minimum Masters	Maximum
1455-1	Police Officer I & Non-Cert	N	P1-1	57,581	58,581	59,581	60,581	92,130
1455-2	Police Officer II	N	P1-2	64,491	65,491	66,491	67,491	92,130
1455-3	Police Officer III	N	P1-3	69,673	70,673	71,673	72,673	92,130
1455-M	Master Police Officer	N	P1-M	57,581	58,581	59,581	60,581	102,130
1553	Police Field Training Officer - Assignment	N	P1-1	57,581	58,581	59,581	60,581	92,130
1450	Crime Scene Detective	N	P1	57,581	58,581	59,581	60,581	92,130
1454	Police Sergeant	N	P2	76,640	77,640	78,640	79,640	104,825
1451	Police Training Coordinator	N	P3	83,862		84,862	85,862	125,792
1453	Police Lieutenant	N	P3	83,862		84,862	85,862	125,792
1452	Police Captain	E	P4	97,840			98,840	146,760
1146	Police Major	E	P5	111,818			112,818	167,728

FTO add \$3,500 stipend to pay - maximum range not affected

FIRE								
JOB CODE	TITLE	FLSA	GRADE	Minimum	Minimum Associates	Minimum Bachelors	Minimum Masters	Maximum
1207-1	Firefighter I & Non-Cert	N	F1-1	51,997	52,997	53,997	54,997	83,195
1207-2	Firefighter II	N	F1-2	55,897	56,897	57,897	58,897	83,195
1207-3	Firefighter III	N	F1-3	59,797	60,797	61,797	62,797	83,195
1207-M	Master Firefighter	N	F1-M	51,997	52,997	53,997	54,997	93,195
1205-1P	Firefighter I - Paramedic	N	F1-1P	56,997	57,997	58,997	59,997	88,195
1205-2P	Firefighter II - Paramedic	N	F1-2P	60,897	61,897	62,897	63,897	88,195
1205-3P	Firefighter III - Paramedic	N	F1-3P	64,797	65,797	66,797	67,797	88,195
1205-MP	Master Firefighter - Paramedic	N	F1-MP	56,997	57,997	58,997	59,997	98,195
1216	Community Paramedic	N	F1-1P	56,997	57,997	58,997	59,997	88,195
1209	Fire Apparatus Engineer	N	F2	61,487	62,487	63,487	64,487	94,549
1209-P	Fire Apparatus Engineer - Paramedic	N	F2-P	66,487	67,487	68,487	69,487	99,549
1200	Emergency Medical Services Training Officer	N	F2	61,487	62,487	63,487	64,487	94,549
1219	Fire Lieutenant	N	F3	67,636	68,636	69,636	70,636	101,034
1219-P	Fire Lieutenant - Paramedic	N	F3-P	72,636	73,636	74,636	75,636	106,034
1213-1	PS Logistics Officer	N	F3	67,636	68,636	69,636	70,636	101,034
1202	Fire Captain	N	F4	75,399		76,399	77,399	111,138
1218	Fire Administrative Captain	N	F4	75,399		76,399	77,399	111,138
1202-P	Fire Captain - Paramedic	N	F4-P	80,399		81,399	82,399	116,138
1213-2	PS Logistics Officer/Emergency Mgt. Coord.	N	F4	75,399		76,399	77,399	111,138
1201	Battalion Chief	E	F5	91,456			92,456	131,154
1210	Emergency Medical Services Division Chief	E	F5	91,456			92,456	131,154
1220	Fire Division Chief - Training	E	F5	91,456			92,456	131,154
1214-1	Assistant Fire Marshal I	N	FM1-1	63,147	64,147	65,147	66,147	101,034
1214-2	Assistant Fire Marshal II	N	FM1-2	65,989	66,989	67,989	68,989	101,034
1214-3	Assistant Fire Marshal III	N	FM1-3	68,958	69,958	70,958	71,958	101,034
1204	Deputy Fire Marshal	N	FM2	70,443		71,443	72,443	111,138
1212	Fire Marshal	E	F5	91,456			92,456	131,154
1217	Fire Administration Chief	E	F6	100,601			101,601	143,435
1206	Fire Operations Chief	E	F6	100,601			101,601	143,435

FTO & Infections Control add \$3,500 stipend - maximum range not affected

Fire Sworn Paramedics receive \$5,000 stipend UP to Fire Captain - Fire Marshal positions not eligible. \$5,000 already included in the pay range

PS Logistics Officer Grade F03. When also performing Emergency Management Coordinator duties grade is upgraded to F04

911 Division								
JOB CODE	TITLE	FLSA	GRADE	Minimum	Minimum Associates	Minimum Bachelors	Minimum Masters	Maximum
1484-1	Communications Officer I & Non-Cert	N	C1-1	47,270	48,270	49,270	50,270	75,632
1484-2	Communications Officer II	N	C1-2	50,579	51,579	52,579	53,579	75,632
1484-3	Communications Officer III	N	C1-3	54,119	55,119	56,119	57,119	75,632
1483	Senior Communications Officer	N	C3	57,908	58,908	59,908	60,908	83,195
1482	Communications Shift Supervisor	N	C4	63,147	64,147	65,147	66,147	101,034
1552	Technical Services Manager	N	C5	66,912	67,912	68,912	69,912	109,018
1481	Operations Manager	E	C6	76,128	77,128	78,128	79,128	121,806
1203	Division Chief	E	C7	91,778				146,845



Public Safety - Sworn Positions Pay Plan & Level Requirements

Effective: July 01, 2023

Human Resources Department | Intranet: alpharetta.sharepoint.com/sites/HRInfo

Minimum Annual Pay - POLICE							
	Police Officer			Police SGT	Police LT	Police CAPT	Police Major
	PO I	PO II	PO III				
Entry Level	57,581	64,491	69,673	76,640			
Associates	58,581	65,491	70,673	77,640	83,862		
Bachelors	59,581	66,491	71,673	78,640	84,862	97,840	111,818
Masters	60,581	67,491	72,673	79,640	85,862	98,840	112,818
Range Max	92,130			104,825	125,792	146,760	167,728

Minimum Annual Pay - FIRE								
	Firefighter/AEMT			FAE	Fire LT	Fire CAPT	Fire BC	Fire A/O Chief
	FF I	FF II	FF III					
Entry Level	51,997	55,897	59,797	61,487	67,636			
Associates	52,997	56,897	60,797	62,487	68,636	75,399		
Bachelors	53,997	57,897	61,797	63,487	69,636	76,399	91,456	100,600
Masters	54,997	58,897	62,797	64,487	70,636	77,399	92,456	101,600
Range Max	83,195			94,459	101,034	111,138	131,154	143,453

Minimum Annual Pay - 911								
	Communications Officer				Shift Sup.	Tech Srv. Manager	Ops Manager	Division Chief
	CO I	CO II	CO III	CO Senior				
Entry Level	47,270	50,579	54,119	57,908	63,147	66,912	76,128	91,778
Associates	48,270	51,579	55,119	58,908	64,147	67,912	77,128	
Bachelors	49,270	52,579	56,119	59,908	65,147	68,912	78,128	
Masters	50,270	53,579	57,119	60,908	66,147	69,912	79,128	
Range Max	75,632			83,195	101,034	109,018	121,806	146,845

Minimum for Position

Incentive Annual Pay: FTO: \$3,500 - Paramedic: \$5,000 (up to & including rank of Fire Captain)

Military: At least 4 years of, active full-time military status, is equivalent to an associate degree level.

Minimum Annual Pay - FIRE MARSHAL					
	Assistant Fire Marshal			DFM	Fire Marshal
	AFM I	AFM II	AFM III		
Entry Level	63,147	65,989	68,958		
Associates	64,147	66,989	69,958	70,443	
Bachelors	65,147	67,989	70,958	71,443	91,456
Masters	66,147	68,989	71,958	72,443	92,456
Range Max	101,034			111,138	131,154

Minimum for Position

Military: At least 4 years of, active full-time military status, is equivalent to an associate degree level.

Level Requirements

Level requirements are subject to change at any time based on availability of training, operational needs.

Police Officer	Police Officer 1 (POI)	Police Officer 2 (POII)	Police Officer 3 (POIII)	Master Police Officer (MPO)
	Years of Service with APD			
Required Training/Certifications	0-4 years	4.1 - 7 years	7.1+ years	7.1+ years Range Max Increase
Basic Mandate (Academy)	X	X	X	X
Patrol Rifle		X	X	X
Shotgun		X	X	X
Speed Detection		X	X	X
Officer Survival		X	X	X
First Responder		X	X	X
Criminal Procedure		X	X	X
NIMS IS-100		X	X	X
NIMS IS-200		X	X	X
NIMS IS-700		X	X	X
NIMS IS-800		X	X	X
Search Warrants and Affidavits			X	X
Crime Scene Processing			X	X
Interviews and Interrogations				X
Intermediate & Advanced Certification				X
Advanced Firearms		June 1, 2022	June 1, 2022	June 1, 2022
C.I.T.		June 1, 2022	June 1, 2022	June 1, 2022
S.F.S.T.		June 1, 2022	June 1, 2022	June 1, 2022
A.R.I.D.E.		June 1, 2022	June 1, 2022	June 1, 2022
Supervision Level 1			June 1, 2022	June 1, 2022
NIMS IS-300			June 1, 2022	June 1, 2022
NIMS IS-400			June 1, 2022	June 1, 2022

*Updated 01/11/2021 due to new P.O.S.T. requirements.

Georgia POST made changes to the Intermediate and Advanced Police Officer Certifications. Crime Scene Processing and Advanced Criminal Procedure have changed and swapped places in the Intermediate and Advanced Certification and Matrix have changed accordingly.

Anyone who has their PO2 nomination as of 01/11/21, but is negatively impacted by the change is grandfathered in. However, these officers will not be eligible for advancement to PO3 until they get the PO2 class they are missing.

Firefighter	Firefighter 1 (FFI)	Firefighter 2 (FFII)	Firefighter 3/FAE FFIII/FAE	Master Firefighter (MFF)
	Years of Service with AFD			
Required Training/Certifications	0-2.5 years	2.6 - 5 years	5.1+ years	7.1+ years Range Max Increase
NPQ Firefighter 1	X	X	X	x
Advanced EMT or Paramedic	X	X	X	X
NIMS IS-100, 200, 700 and 800	X	X	X	X
NPQ Firefighter 2		X	X	X
NFA Community Safety Educator		X	X	X
Q0900 Wildland fire behavior and S-130 (online)		X	X	X
Fire Company Inspections		X	X	X
PHTLS		X	X	X
EMS Documentation		X	X	X
PEARS		X	X	X
Active Threat Awareness (TECC-2022)		X	X	X
AMLS		X	X	X
Incident Safety Officer		X	X	X
Class E or F / A or B		X	X	X
NPQ Fire Apparatus Operator Certification-Pumper		X	X	X
National Fire Incident Reporting System		X	X	X
NPQ Hazardous Materials Operations		X	X	X
NPQ Fire Apparatus Operator Certification-Aerial (2022)			X	X
NPQ Fire Instructor I			X	X
SITCO			X	X
PICO			X	X
DMICO			X	X
Managing Company Tactics, I, II, III OR SITCO, PICO, DMICO			X	X
NFA Fire Service Supervision OR Introduction to Fire and EMS Supervision and Management Q0426 (online)			X	X
NPQ Evaluator			X	X
Leadership I, II, III			X	X
Structural Fire Control (2024)			X	X
Interior Search & Rescue (2024)			X	X
NPQ Fire Officer I			X	X
NPQ Fire Instructor II				X
NIMS IS-300				X
Fire Cause & Determination				X
Building Construction NFA 2000 (Comb. & Non)				X
NPQ Fire Officer II				X
Instructor Fire Control Instructor (2024)				X
NIMS IS-400				X
Incident Command for High Rise				X
NIMS IS-702 and IS-703				X

*Updated 09/23/2021 - new requirements effective 10/02/2021

Fire Marshal	AFM I	AFM II	AFM III		
	Months of Service in FMO				
Required Training/Certifications	0-18 months	18 months as AFMI	18 months as AFMII	Notes about certifications	Training Hours
Fire Inspector I	X	X	X	Minimum Requirement	80
Life Safety Code*	X	X	X	Preferred within 1 yr of appt.	24
Child Passenger Safety Tech	X	X	X	Preferred within 1 yr of appt.	40
Principles of Building Construction	X	X	X	Preferred within 1 yr of appt.	6
Intro to Strategic CRR	X	X	X	Preferred within 1 yr of appt.	5
Fire Inspector II		X	X	Current	40
Arson Investigator Module 1		X	X	training + apprenticeship	80
Fire Alarm and Suppression Systems		X	X	Current	24
Testing & Evaluation of Water Supplies for Fire Protection		X	X	Current	6
Georgia Fire and Life Safety Educator		X	X	Current	40
Certified Fire Plans Examiner		X	X	Current	40
10 Documented Plan Reviews		X	X	Current	vary
Arson Investigator Module 2			X	Current	80
Effective Investigation and Testimony			X	Current	3
Decision Making and Problem Solving <i>online</i>			X	Current	2
Basic Photography and Digital Imaging			X	Current	24
Leadership and Influence IS-240 <i>online</i>			X	Current	3
Effective Communication IS-242 <i>online</i>			X	Current	8
Introduction to Evidence			X	Current	4
Evidence Examination			X	Current	4
Investigating Motor Vehicle Fires			X	Current	4
Physical Evidence			X	Current	4
Evidence Collection and Preservation			X	Current	1

*Not required if **Inspector I** was completed prior to Jan. 2020.

911 Communications	Comm Officer I (COI)	Comm Officer II (COII)	Comm Officer III (COIII)
	Years of Service with APD		
Required Training/Certifications	0-2 years	2 years as COI	2 years as COII
Basic Communications Officer (POST)	X	X	X
Emergency Medical Dispatch (EMD-IAED)	X	X	X
Emergency Fire Dispatch (EFD-IAED)	X	X	X
Emergency Police Dispatch (EPD-IAED)	X	X	X
32 Hours of External Training		X	X
Additional 24 Hours of External Training			X
Communications Training Officer			X
16 Hours of Quality Assurance Instruction			X

*Updated 11/09/2021 - new requirements **effective 11/01/2021**